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**WAGE DETERMINATION NO: 94-2390 REV (11) AREA: NC,ASHEVILLE**


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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2390  
Revision No.: 11  
Date Of Last Revision: 05/04/2001

State: **North Carolina**

Area: **North Carolina** Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitche Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.88
Accounting Clerk II	10.54
Accounting Clerk III	11.62
Accounting Clerk IV	12.99
Court Reporter	12.11
Dispatcher, Motor Vehicle	12.11
Document Preparation Clerk	9.70
Duplicating Machine Operator	9.61
Film/Tape Librarian	9.78
General Clerk I	8.81
General Clerk II	9.71
General Clerk III	10.31
General Clerk IV	11.45
Housing Referral Assistant	15.16
Key Entry Operator I	10.32
Key Entry Operator II	10.93
Messenger (Courier)	7.95
Order Clerk I	9.18
Order Clerk II	10.89
Personnel Assistant (Employment) I	9.83
Personnel Assistant (Employment) II	11.05
Personnel Assistant (Employment) III	11.96
Personnel Assistant (Employment) IV	15.43
Production Control Clerk	14.37
Rental Clerk	9.82
Scheduler, Maintenance	10.36
Secretary I	10.32

Secretary II	12.78
Secretary III	15.16
Secretary IV	15.99
Secretary V	17.78
Service Order Dispatcher	9.82
Stenographer I	8.73
Stenographer II	9.78
Supply Technician	15.99
Survey Worker (Interviewer)	12.11
Switchboard Operator-Receptionist	9.38
Test Examiner	12.78
Test Proctor	12.78
Travel Clerk I	8.71
Travel Clerk II	9.27
Travel Clerk III	9.89
Word Processor I	9.92
Word Processor II	11.15
Word Processor III	12.96
Automatic Data Processing Occupations	
Computer Data Librarian	9.15
Computer Operator I	9.29
Computer Operator II	10.41
Computer Operator III	11.60
Computer Operator IV	12.90
Computer Operator V	14.26
Computer Programmer I (1)	13.40
Computer Programmer II (1)	16.61
Computer Programmer III (1)	20.33
Computer Programmer IV (1)	24.58
Computer Systems Analyst I (1)	20.33
Computer Systems Analyst II (1)	24.58
Computer Systems Analyst III (1)	29.45
Peripheral Equipment Operator	10.52
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.15
Automotive Glass Installer	12.87
Automotive Worker	12.87
Electrician, Automotive	13.55
Mobile Equipment Servicer	11.48
Motor Equipment Metal Mechanic	14.27
Motor Equipment Metal Worker	12.87
Motor Vehicle Mechanic	13.61
Motor Vehicle Mechanic Helper	10.80
Motor Vehicle Upholstery Worker	12.18
Motor Vehicle Wrecker	12.87
Painter, Automotive	13.55
Radiator Repair Specialist	12.87
Tire Repairer	11.09
Transmission Repair Specialist	14.27
Food Preparation and Service Occupations	
Baker	11.62
Cook I	11.40
Cook II	11.62
Dishwasher	8.05
Food Service Worker	8.05
Meat Cutter	11.62
Waiter/Waitress	8.61

Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.55
Furniture Handler	9.52
Furniture Refinisher	13.55
Furniture Refinisher Helper	10.80
Furniture Repairer, Minor	12.18
Upholsterer	13.55
General Services and Support Occupations	
Cleaner, Vehicles	8.05
Elevator Operator	8.05
Gardener	10.76
House Keeping Aid I	7.44
House Keeping Aid II	8.05
Janitor	8.05
Laborer, Grounds Maintenance	8.94
Maid or Houseman	7.44
Pest Controller	11.01
Refuse Collector	8.10
Tractor Operator	10.10
Window Cleaner	8.61
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24
Licensed Practical Nurse III	12.57
Medical Assistant	11.24
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.26
Nursing Assistant II	8.16
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	14.29
Exhibits Specialist I	12.09
Exhibits Specialist II	14.98
Exhibits Specialist III	18.33
Illustrator I	12.09
Illustrator II	14.98
Illustrator III	18.33
Librarian	16.85
Library Technician	12.11
Photographer I	10.80
Photographer II	12.09
Photographer III	14.98
Photographer IV	18.33
Photographer V	22.17

Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	8.21
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	7.81
Tailor	8.26
Washer, Machine	7.37
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.55
Tool and Die Maker	18.04
Material Handling and Packing Occupations	
Forklift Operator	10.39
Fuel Distribution System Operator	11.48
Material Coordinator	10.59
Material Expediter	10.59
Material Handling Laborer	9.33
Order Filler	10.85
Production Line Worker (Food Processing)	9.38
Shipping Packer	9.78
Shipping/Receiving Clerk	9.78
Stock Clerk (Shelf Stocker; Store Worker II)	10.69
Store Worker I	8.53
Tools and Parts Attendant	9.77
Warehouse Specialist	9.77
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.27
Aircraft Mechanic Helper	10.80
Aircraft Quality Control Inspector	14.98
Aircraft Servicer	12.18
Aircraft Worker	12.87
Appliance Mechanic	13.55
Bicycle Repairer	11.09
Cable Splicer	14.27
Carpenter, Maintenance	13.55
Carpet Layer	12.87
Electrician, Maintenance	14.27
Electronics Technician, Maintenance I	15.35
Electronics Technician, Maintenance II	17.15
Electronics Technician, Maintenance III	18.07
Fabric Worker	12.18
Fire Alarm System Mechanic	14.27
Fire Extinguisher Repairer	11.48
Fuel Distribution System Mechanic	14.27
General Maintenance Worker	12.87
Heating, Refrigeration and Air Conditioning Mechanic	14.27
Heavy Equipment Mechanic	14.27
Heavy Equipment Operator	14.27
Instrument Mechanic	14.27
Laborer	10.22
Locksmith	13.55
Machinery Maintenance Mechanic	14.27
Machinist, Maintenance	15.53

Maintenance Trades Helper	10.80
Millwright	14.27
Office Appliance Repairer	13.55
Painter, Aircraft	13.55
Painter, Maintenance	13.55
Pipefitter, Maintenance	14.27
Plumber, Maintenance	13.55
Pneudraulic Systems Mechanic	14.27
Rigger	14.27
Scale Mechanic	12.87
Sheet-Metal Worker, Maintenance	14.27
Small Engine Mechanic	12.87
Telecommunication Mechanic I	14.27
Telecommunication Mechanic II	14.98
Telephone Lineman	14.27
Welder, Combination, Maintenance	14.27
Well Driller	14.27
Woodcraft Worker	14.27
Woodworker	11.48
Miscellaneous Occupations	
Animal Caretaker	9.16
Carnival Equipment Operator	9.74
Carnival Equipment Repairer	10.39
Carnival Worker	8.05
Cashier	8.05
Desk Clerk	10.55
Embalmer	16.57
Lifeguard	9.39
Mortician	17.16
Park Attendant (Aide)	11.80
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.79
Recreation Specialist	13.66
Recycling Worker	9.79
Sales Clerk	8.86
School Crossing Guard (Crosswalk Attendant)	8.05
Sport Official	8.79
Survey Party Chief (Chief of Party)	11.91
Surveying Aide	8.49
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.28
Swimming Pool Operator	11.62
Vending Machine Attendant	9.73
Vending Machine Repairer	11.62
Vending Machine Repairer Helper	9.73
Personal Needs Occupations	
Child Care Attendant	10.54
Child Care Center Clerk	13.87
Chore Aid	7.44
Homemaker	14.60
Plant and System Operation Occupations	
Boiler Tender	14.27
Sewage Plant Operator	14.99
Stationary Engineer	14.27
Ventilation Equipment Tender	10.80
Water Treatment Plant Operator	14.99
Protective Service Occupations	
Alarm Monitor	7.98
Corrections Officer	10.37

Court Security Officer	12.33
Detention Officer	12.04
Firefighter	11.86
Guard I	7.83
Guard II	8.68
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.25
Hatch Tender	11.25
Line Handler	11.16
Stevedore I	10.60
Stevedore II	11.82
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	10.78
Archeological Technician II	12.13
Archeological Technician III	14.98
Cartographic Technician	15.22
Civil Engineering Technician	15.45
Computer Based Training (CBT) Specialist/ Instructor	17.96
Drafter I	9.63
Drafter II	10.80
Drafter III	12.09
Drafter IV	14.98
Engineering Technician I	9.75
Engineering Technician II	11.56
Engineering Technician III	12.94
Engineering Technician IV	16.03
Engineering Technician V	19.61
Engineering Technician VI	23.72
Environmental Technician	14.61
Flight Simulator/Instructor (Pilot)	22.12
Graphic Artist	20.33
Instructor	17.16
Laboratory Technician	13.13
Mathematical Technician	14.98
Paralegal/Legal Assistant I	13.28
Paralegal/Legal Assistant II	15.67
Paralegal/Legal Assistant III	18.77
Paralegal/Legal Assistant IV	23.17
Photooptics Technician	14.98
Technical Writer	20.06
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	12.68
Weather Observer, Senior (3)	11.42
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.97
Parking and Lot Attendant	7.95
Shuttle Bus Driver	11.55
Taxi Driver	9.65
Truckdriver, Heavy Truck	13.36

Truckdriver, Light Truck	11.55
Truckdriver, Medium Truck	12.46
Truckdriver, Tractor-Trailer	14.12

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Col Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at a rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your regular basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives, and incendiary materials. All operations involving regrading and cleaning of artillery rounds. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential for injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either under the terms of the Government contract, by the employer, by the state or local law, etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will

accept payment in accordance with the following standards as compliance:  
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contract officer.

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